

Workforce Analytics, Economics & Decision Support

Service delivery designed around your organizational priorities.

YOUR CHALLENGE

Headcount reports rarely explain the full effect of vacancies, turnover, supervisory structure, or workload. Leaders need to understand the assumptions and trade-offs behind their choices.

YOUR ORGANIZATIONAL GAIN

Build a more defensible basis for resource allocation, vacancy prioritization, organizational design, and performance improvement.

WHAT YOU RECEIVE

Workforce cost models and vacancy impact assessments. Spans and layers analysis and executive scorecards. Scenario-based decision briefs with assumptions, sensitivities, and recommended actions.

INPUTS WE NEED

Position and cost records, workload measures, budget assumptions, metric owners, and the decision deadline.

HOW DELIVERY WORKS

We agree the decision to support, reconcile definitions with your data and finance owners, and validate the baseline. Leaders review the scenarios and their limitations before selecting an action.

HOW PROGRESS IS MEASURED

Track reconciliation quality, reporting cycle time, forecast accuracy, and completion of agreed actions. When evaluating financial effects, distinguish verified cash savings, cost avoidance, and released capacity.

WAYS TO ENGAGE

Engage us for a defined analysis or decision brief, combine analytics with ONE Discover or ONE Transform, or establish recurring executive reviews through ONE Sustain.